GOVERNMENT OF INDIA
WOMEN AND CHILD DEVELOPMENT
LOK SABHA

UNSTARRED QUESTION NO:4125
ANSWERED ON:09.12.2016
Sexual Harassment of Women at Workplace
Karandlaje Km. Shobha;Singh Shri Parvesh Sahib;Sreeramulu Shri B.

Will the Minister of WOMEN AND CHILD DEVELOPMENT be pleased to state:

whether the Government has reviewed the implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 recently;
(b) if so, the details thereof and the decisions arrived thereat;
(c) whether the Government has set up or proposes to set up an Inter-Ministerial Committee for effective and timely redressal of complaints of sexual harassment at workplace;
(d) if so, the details thereof indicating the progress made and present status in this regard; and
(e) the further steps being taken by the Government to ensure effective implementation of the Act and handling of complaints in a sensitive manner?

Answer

MINISTER OF STATE IN THE MINISTRY OF WOMEN AND CHILD DEVELOPMENT
(SHRIMATI KRISHANA RAJ)

(a) & (b): Ministry of Women and Child Development regularly reviews the implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 in workshops and conferences with State Governments/UT Administrations. Further, the Section 23 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 casts responsibility on the State Government to monitor the implementation of this Act.

(b) & (d): No Madam.

(e) The Government has enacted the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 to provide a safe and secure environment to women at the workplace. The Ministry of Women and Child Development had issued advisories to all States/UTs Government on 23rd December, 2013 and 27th October, 2014 to ensure effective implementation of the Act. The Ministries/Departments in Government of India have also been advised to ensure the compliance of the Act from time to time. All Ministries/Departments in the Government of India have constituted Internal Complaint Committee under the Act. Further, Ministry of Corporate Affairs along with the industry bodies, Associated Chambers of Commerce & Industry of India (ASSOCHAM), Federation of Indian Chambers of Commerce and Industry (FICCI), Confederation of Indian Society, Chamber of Commerce & Industry (CCI), and National Association of Software and Services Companies (NASSCOM) have been requested to ensure effective implementation of the Act amongst their members in private sector.
The Ministry has also constituted an Inter-Ministerial Committee (IMC) to identify a pool of resource persons and to develop a training module for the training of Internal Complaint Committees constituted under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

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